

ESG Data Sheet

ESG		Indicators	FY3/19	FY3/20	FY3/21	(Target FY) KPI	Unit		
E	Environment (Domestic projects)	CO ₂ emissions per unit of production	36.6	37.2	34.6		t-CO ₂ /JPY 100m		
		Construction waste recycling rate	98.0%	97.3%	98.1%				
		Utilization rate of construction generated soil	98.7%	74.5%	50.7%				
		Electricity consumption (Of which, office use)	17,968 (3,815)	23,369 (3,778)	16,027 (3,909)		Thousand KWh		
		Green procurement rate	76.3%	76.5%	79.3%				
S	Diversity & Inclusion	Domestic offices	Number of employees (as of March 31)	2,793	2,893	3,046		nos.	
			Average age of employees	42.8	42.5	42.1		years of age	
			Of which, number of female employees (Ratio of female employees)	292 (10.5%)	304 (10.5%)	348 (11.4%)			
			Number of management-level employees	1,215	1,182	1,147		nos.	
			Of which, number of female management-level employees (Ratio of female management-level employees)	7 (0.6%)	10 (0.8%)	11 (1.0%)	(For FY 3/23) 20 or more		
		Overseas offices	Number of locally hired employees (as of March 31)	1,781	1,600	1,604			
			Of which, number of female employees (Ratio of female employees)	408 (22.9%)	363 (22.7%)	371 (23.1%)		nos.	
			Number of management-level employees	243	256	266			
			Of which, number of female management-level employees (Ratio of female management-level employees)	24 (9.9%)	37 (14.5%)	38 (14.3%)			
		All POC	Number of employees (as of March 31)	4,574	4,493	4,650			
			Of which, number of female employees (Ratio of female employees)	700 (15.3%)	667 (14.8%)	719 (15.5%)		nos.	
			Number of management-level employees	1,458	1,438	1,413			
			Of which, number of female management-level employees (Ratio of female management-level employees)	31 (2.1%)	47 (3.3%)	49 (3.5%)	(For FY3/23) 5% or higher		
		New employees	Number of new employees	190	192	197			
			Of which, number of female employees (Career-track & non-career-track) (Number of female employees/Number of new employees)	36 (18.9%)	23 (12.0%)	34 (17.3%)		nos.	
			Of which, female career-track employees (Number of female career-track employees/Number of new employees)	30 (15.8%)	18 (9.4%)	30 (15.2%)	(For FY3/23) 20% or higher		
			Competitive rate/male, career-track	2.4	2.4	2.8			
			Competitive rate/female, career-track	3.9	4.1	4.9		times	
			Competitive rate/non career-track	20.7	23.2	12.7			
			Accepted internships	68	78	-		nos.	
		Work life balance	Childcare leave acquisition rate (female)	100%	100%	100%			
			Childcare leave acquisition rate (male)	1.3%	3.4%	4.7%			
			Rate of employees coming back to work after childcare leave (female)	100%	100%	100%			
			Rate of employees who took a health check-up	97.3%	99.2%	99.8%			
		Safety	Domestic	Number of accidents (four or more lost days)	21	19	11		nos.
				Number of fatal accidents	1	1	0	Zero	nos.
				Frequency rate	0.89	0.70	0.59		
				Severity rate	0.44	0.31	0.03		
			Overseas	Number of accidents (four or more lost days)	11	3	11		nos.
				Number of fatal accidents	0	0	0	Zero	nos.
				Frequency rate	0.23	0.07	0.35		
				Severity rate	0.01	0.00	0.00		
G	Compliance	E-learning participation rate (Number of participants) (Number of intended participants)	100% (2,876) (2,876)	100% (2,988) (2,988)	100% (3,112) (3,112)		nos. nos.		
		Training for managers at domestic offices Compliance training participation rate (Number of participants) (Number of intended participants)	93.3% (1,270) (1,361)	92.5% (1,188) (1,284)	97.8% (1,233) (1,261)		nos. nos.		
		Training for Japanese employees at overseas offices Compliance training participation rate (Number of participants) (Number of intended participants)	97.2% (174) (179)	100.0% (187) (187)	100.0% (185) (185)		nos. nos.		
		Training for non-Japanese employees (at overseas offices) Compliance training participation rate (Number of participants) (Number of intended participants)	94.8% (1,693) (1,785)	95.1% (1,582) (1,663)	100.0% (1,669) (1,669)		nos. nos.		
		Number of consultation received by the Compliance helpline (domestic)	1	11	10		nos.		
		Number of consultation received by the Harassment Helpline (domestic)	7	11	10		nos.		
		IR activities	Financial results briefing (with President)	2	2	2		nos.	
			Financial results briefing (Telephone meeting)	2	2	2			
			One-on-one meetings	208	190	187		nos.	
			Number of participants in site tours for individual shareholders	82	80	-		nos.	